

VACANCY ANNOUNCEMENT # 14/10/70

MAINTENANCE SUPERVISOR FSN-9 (OR); FP-5 (NOR)

From: Human Resources Office
Open to: All interested candidates
Opening Date: October 3, 2014
Closing Date: October 17, 2014
Work Hours: Full-time – 40 hours per week
Desired Start Date: November 17, 2014

ALL ORDINARILY RESIDENTS (OR) APPLICANTS (see Appendix A) MUST HAVE AND MUST SUBMIT THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy is seeking an individual for the position of Maintenance Supervisor in the Facilities Management Section (FAC).

BASIC FUNCTION OF POSITION

The incumbent manages the scheduled and unscheduled maintenance and repair (M&R) program for four U.S. Government Owned (USG)-owned and 230 short-term leased (STL) residential properties within the Mission Housing Pool, to include the annual make-ready process related maintenance issues. Additionally, incumbent plans and develops maintenance work schedules and provides budgets to the Facility Manager for USG residential properties, which are utilized to develop the annual Mission maintenance budget. The incumbent directly supervises two subordinate Foremen and indirectly supervises a multi-trade workforce of 20 tradesmen. The incumbent serves as the Assistant Post Occupational Safety and Health Officer (A/OSHO) in carrying out the day-to-day functions of the Safety, Health and Environmental Management (SHEM) and Fire programs as required.

Please note: At the end of this Vacancy announcement you will find a complete list of the major duties and responsibilities of the position as defined in the Position Description.

QUALIFICATIONS REQUIRED

ALL APPLICANTS MUST ADDRESS EACH SELECTION CRITERION DETAILED BELOW WITH SPECIFIC AND COMPREHENSIVE INFORMATION SUPPORTING EACH ITEM. IF THIS

INFORMATION IS NOT PROVIDED, THE APPLICATION WILL NOT BE CONSIDERED.

1. Education: Two years of University studies in Administrative or Business is required.

2. Experience: Four years of experience in the trades field is required. Two years of supervisory experience in the maintenance field is required.

3. Language: Level III (Good Working Knowledge) Speaking/Reading English ability. Level IV (Fluent) Speaking/ Reading Spanish ability is required. This will be tested.

4. Job Knowledge: General knowledge of Peruvian construction and maintenance regulations and practices is required. Advanced computer and clerical skills are required. Must have journeyman knowledge of maintenance, safety, pest control standards and practices.

5. Skills and Abilities: Must possess superb interpersonal and communication skills. Must be able to assess problems, prioritize workloads and establish schedules. Must be able to decipher complex technical data. Must have computer skills and knowledge of Microsoft Office applications. Must have a valid Peruvian driver's license. Please attach a copy. A driving test will be administered.

SELECTION PROCESS

When equally qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be given preference. Therefore, it is essential that the candidate address the required qualifications above in the application.

ADDITIONAL SELECTION CRITERIA

1. Hiring Office will receive qualified applications in the following order:
 - a. applicants with hiring preference (U.S. EFMs and U.S. Veterans),
 - b. internal candidates, and
 - c. external candidates
2. Management will consider nepotism/conflict of interest, budget and residency status in determining successful candidacy.
3. Current employees serving a probationary period are not eligible to apply.
4. Current Ordinarily Resident (OR) employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
5. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA)

are ineligible to apply for advertised positions within the first 90 calendar days of their employment.

6. Currently employed NORs hired under s Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
7. U.S. Eligible Family Members (USEFMs), Eligible Family Members (EFMs), and Members of Household (MOH) are required to have at least one year remaining at post in order to apply for locally recruited positions.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. [Universal Application for Employment \(UAE\)](#) as a Locally Employed Staff of Family Member (DS-174); or
2. A current resume or curriculum vitae that provides the same information found on the UAE (see Appendix B); or
3. A combination of both; i.e. Sections 1-24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; plus
4. Current employees of the Mission should also fill out the [Memorandum of Application](#) and attach a current resume.
5. Candidates who claim U.S. Veterans preference must provide a copy of their DD-214 form with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application. Please refer to [Veteran's Services](#) for further guidance.
6. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirement of the position as listed above.

Submit applications to:

limarecruitment@state.gov

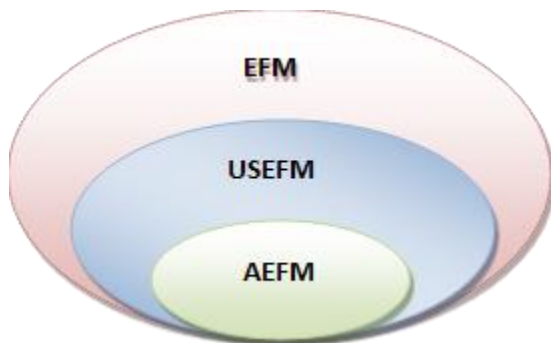
- Please be sure to send all requested information as **one document**, multiple attachments will not be accepted.
- The maximum size of the e-mail should be 5MB. If you exceed this size, the application

will be automatically rejected by the system.

- Applicants will be contracted via e-mail only.
- Once you submit your application you will receive an automated response with guidance on how the recruitment process is handled.

Appendix A

DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Members:** An individual related to s U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, an under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (U.S. EFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an

office of the American Institute in Taiwan; and either:

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under [3FAM 3232.2](#)

3. Appointment Eligible Family Member (AEFM): EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved form OF-126, Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil service annuity.

4. Member of Household (MOH): An individual who accompanies a direct-hire Foreign, Civil or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. A MOH is:

- Not an EFM; and
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of this/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. citizen.

5. Not Ordinarily Resident (NOR): An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (OR, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. Ordinarily Resident (OR): A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens are compensated in accordance with the Local Compensation Plan (LCP).

Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE. Failure to so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (Yes or No). Please attach copy of DNI or work permit
- J. Special Accommodations the Mission needs to provide (Yes or No; if yes, provide explanation)
- K. If applying for position that includes driving a U.S Government vehicle, Driver's License Class/Type. Please attach copy of document
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References

CLOSING DATE: October 17, 2014

The U.S. Mission in Peru provides equal opportunity and fair equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, disability, age, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Major Duties and Responsibilities of the Position

- Plans and develops maintenance work schedules for in-house personnel and contractors, and performs quality control oversight for all repairs and maintenance performed at STL and USG residences.
- Approves work orders (WO), prioritizes, and coordinates the efforts of separated trade groups through two maintenance Foremen to ensure requests are completed correctly within the time frames established in the International CASS service standards.
- Responsible for managing all maintenance related aspects of residential make-ready procedures prior to occupancy. Schedules and conducts new-lease and pre-departure maintenance inspections, i.e., seismic, SHEM, Fire/Life Safety (FIR), and routine maintenance deficiencies.
- Coordinates with the GSO Leasing Office on maintenance issues that are landlord (LL) responsibilities and ensures that adequate quality control measures are taken when LL's contractors are working in STL residences.
- Coordinates with the GSO Leasing Office to ensure FAC make-ready functions do not conflict with Leasing Office responsibilities and that all stages of the make-ready process are streamlined.
- Coordinates closely with the Regional Security Office (RSO) to ensure security upgrades do not damage property or impact completion dates.
- Schedules and performs required SHEM and FIR inspections of all USG facilities, including offices, residences, annexes and warehouses for conditions that pose an imminent threat to occupants and/or the structure. Identifies hazards and evaluates safety risks, using SHEM and FIR standards and references. Determines methods for correcting identified safety and fire hazards and coordinates solutions. Prepares reports of findings and recommendations and oversees completion of hazard abatement.
- Assists the POSHO and other offices with SHEM special emphasis programs to include residential safety compliance, carbon monoxide poisoning prevention; integrated pest management program; motor vehicle safety management program; and the swimming pool safety program.
- Directs and monitor FAC monthly Safety meetings.
- Produces reports on various aspects of the maintenance program efficiency and budget.
- Advises the FM concerning the annual residential maintenance budget (7901), and the contracting of specific maintenance and repair works.
- Selects employees, approves leave, takes disciplinary actions and makes recommendations for promotion.

- Maintains a database of reliable contractors who can provide a variety of services for use when workloads or scope of works (SOW) exceed the capabilities of in-house assets.
- Others duties as assigned.